

IACP General Meeting MOTIONS 2017

Motion 1 - This motion was not carried

That Renewal of Accreditation for members be extended to every 3 years

Rationale:

The Organisation moved from 5-year Renewal of Accreditation to 1 year Renewal over the past 2 years. Now that this is up and running it becomes apparent that this is an unwieldy exercise which is completely unnecessary for mature professionals and does not ensure better work with their clients. Secondly, it is not conducive to practitioners engaging in meaningful continuing professional development. Given a longer time span one can better choose and integrate appropriate cpd.

Proposed by: Eileen Boyle

Seconded by: Orla Crowley

Motion 2 – The amended motion was carried

Amended Motion Text agreed at General Meeting

That a working group be formed to explore the impediments for Psychotherapists and Counsellors in their careers. Members will then be in a position to have their rights respected as we enter regulation by CORU.

Original Motion Text

A Sub Committee be formed to explore the impediments for Psychotherapists and Counsellors in their careers. Monies in reserve be used to engage the services of professional HR consultants who will inform its members as we enter negotiations for regulation. Members will then be in a position to have their rights respected as we enter regulation by CORU.

Note / Explanation:

1. The current situation where upwards of 550 hours must be worked in order to complete the training and accreditation goals for counsellors and psychotherapists is creating the environment for exploitation of the profession by Counselling Providers and other institutions who are funded by the State.
2. When there is competition for placements to accomplish those hours, there is no or little market value on the service provided by those Counsellors.
3. This tradition of no value is perpetuated throughout the career of the Counsellor and eventually has a knock-on effect on the client.
4. Counsellors, through their own efforts to become qualified and accredited are providing counselling on behalf of the State at their own expense.
5. State funded Counselling Providers are benefitting by employing Counsellors free of charge. Funds are secured to remunerate CEO's and accountants, marketing and secretarial services.

Domestic charges such as electricity, phone and IT services are also paid. How could it be acceptable not to pay the counsellors?

6. Counsellors and Psychotherapists are unable to sustain a living wage and are therefore leaving the profession and reverting to employment in other fields.
7. The IACP cannot act as a representative for member's pay and conditions and does not have a licence to negotiate on behalf of its members for pay and conditions.
8. Having a standalone degree in Psychotherapy and Counselling together with accreditation by the IACP does not meet the criteria to work as a Psychotherapist and Counsellor with the HSE.
9. There is an unprecedented need and endorsement of counselling, yet this demand is not being felt by individual, self-employed counsellors.

Rationale:

1. The IACP has a duty to fully explore the consequences of their own conditions of accreditation and membership.
2. That the IACP has a duty to alleviate the exploitation of Counsellors and Psychotherapists
3. That the IACP has a duty to ensure that the qualifications of its members are fully acceptable for seeking paid employment in Ireland in appropriate settings.
4. The IACP has a duty to promote the professional status of Counsellors and Psychotherapists in line with other professionals who graduate from third level institutions with a qualification and are deemed fully qualified and eligible to work in their chosen careers.
5. The IACP should undertake to promote equality for the profession of Counselling and Psychotherapy in line with Psychology and other mental health practitioners.
6. The IACP has a duty to change the present policy where Training Providers encourage untrained, pre-accredited student counsellors to work in settings which are wholly inappropriate and beyond the capacity of those students.

Proposed by: Olive Cross

Seconded by: Brendan Donohue

Motion 3 - The amended motion was carried

Amended Motion Text agreed at General Meeting

That the IACP Finance Committee be reorganised to consist of two non-Board members, the Treasurer, the Finance Manager and the Chief Executive, to monitor, advise on and regulate IACP expenditure and financial prudence. Terms of reference are to be drawn up.

Original Motion Text

That an IACP Finance Committee be established to monitor, advise on and regulate IACP expenditure and financial prudence.

Rationale:

- Unexplained increase in Board of Directors Expense payments
- Unexplained Severance packages
- Necessity to Monitor IACP monies being spent on foreign conferences including the expenses incurred whilst at these events

Proposed by: Ray Henry

Seconded by: Bernie Hackett

Motion 4 – This motion was carried

That the Board of Director Meetings be held in Head Office

Rationale:

- Reduce unnecessary expenses
- Unexplained overnight hotel based board meetings

Proposed by: Bernie Darcy

Seconded by: Gillford D’Souza

Motion 5 - The amended motion was carried

Amended Motion Text agreed at General Meeting

That any of the previous Sub Committees that consider that they are disbanded be reinstated.

Original Motion Text

That disbanded IACP sub committees / committees be reinstated. (namely, Standards Committee / Supervision Committee / Accreditation Committee / Ethics Committee)

Rationale:

- Disbanding of these committees doesn’t allow for due process
- Disbanding of these committees does not allow for an oversight mechanism
- Disbanding of these committees doesn’t serve IACP well in matters of regulating / informing / advising the Board of Directors

Proposed by: Ray Henry

Seconded by: Gillford D’Souza

Motion 6 – This motion was carried

That the recent Supervisor Recognition Agreement with ACI be rescinded

Rationale:

- Due process not followed. Not passed before Supervision Committee,

Accreditation Committee and Standards Committee. (Note: IACP subcommittees had been disbanded)

- This request had been previously rejected by IACP Supervision/ Standards Committee
- ACI therapists do not have to have completed 3 years training to be accredited as ACI therapists and as such do not necessarily fulfil the criteria for IACP Accredited membership status.

Proposed by: Bernie Hackett

Seconded by: Gillford D'Souza

Motion 7 – This motion was withdrawn

A motion of 'No Confidence' in the current Board of Directors is proposed. We ask that the Board of Directors step down if no detailed written response to the request for information from concerned members (see letter from concerned members to Board of Directors on 15th July 2017) is offered and accepted.

Rationale:

No written response to the questions and concerns of concerned members (see letter from concerned member to Board of Directors on 15th July 2017) has been received.

The concerns and questions relate to:

- Confusion of Governance and Management
- Undemocratic Strategic Planning and Policy making
- Professional Standards and Membership Representation
- Financial Transparency
- Conflicts of Interest / Loyalty
- Statutory Regulation
- Public Relations

Proposed by: Ray Henry

Seconded by: Bernie Hackett

Motion 8 - This motion was withdrawn

That the requirement that there be a minimum of two years from the successful completion of a core course and an application of IACP accreditation be removed.

Rationale:

A resolution of the AGM in 2009 provided that the timeframe between the successful completion of a Counselling/Psychotherapy Course and application for IACP accreditation be a minimum of 2 years and a maximum of 5 years. In special circumstances, an applicant may apply in writing to have their application for accreditation considered where more than 5 years have elapsed, but this will be at the discretion of the Accreditation Committee. It is proposed that the reasons for the imposition of the minimum 2-year period are no longer appropriate. The issue was considered by the Accreditation Committee, the Supervision Committee and by the committee of Regional Chairs.

Moving forward towards Degree Level course as a minimum requirement for IACP accreditation (Courses starting in 2018), the finish date of the course will be regarded a graduation from the degree course rather than the currently used standard - diploma. With the current 2-year restriction the accreditation process would be delayed for at least an additional year post training, which in many cases would be a minimum of 6 years from the time they started their counselling & psychotherapy training.

Also, the 2-year rule post training does not allow the applicants to be able to apply for accreditation despite completing all the requirements for accreditation for at least 2 years after the completion of the core course.

This rule seems not to have a practical application and creates a distortion in the marketplace, it delays the accreditation process despite meeting all requirements with no empirical evidence that this delay makes a difference in practice. It could be seen as a discrimination as applicants cannot gain accreditation / get employment / get referrals / be listed on the website because they must wait for the 2 years to pass.

It is more appropriate to have a Supervisor recommending someone for the First Time Accreditation when meeting all requirements for accreditation as a proof and reassurance about applicant's readiness to apply for First Time Accreditation, rather than putting a specific time frame, which in many cases is not a correct indicator of maturity and standards of practice.

Proposed by: The Board (the Cathaoirleach and Leas-Cathaoirleach)
